VF(C.B.)
Ontario Public Service

COMPENSATION STRUCTURES AND SYSTEMS IN THE O.P.S.

COMPENSATION STRUCTURES AND SYSTEMS IN THE O. P. S.

For compensation purposes, the O.P.S. is divided into 3 major structures:

- EXECUTIVE (E.C.P.)
- MANAGEMENT COMPENSATION PLAN (M.C.P.)
- BARGAINING UNIT (B/U)

Population

The total population of each of these structures is:

E.C.P. - including Deputy Ministers

614

M.C.P. - including O.P.P. Commissioned Officers

12,638

B/U - including O.P.P. Association

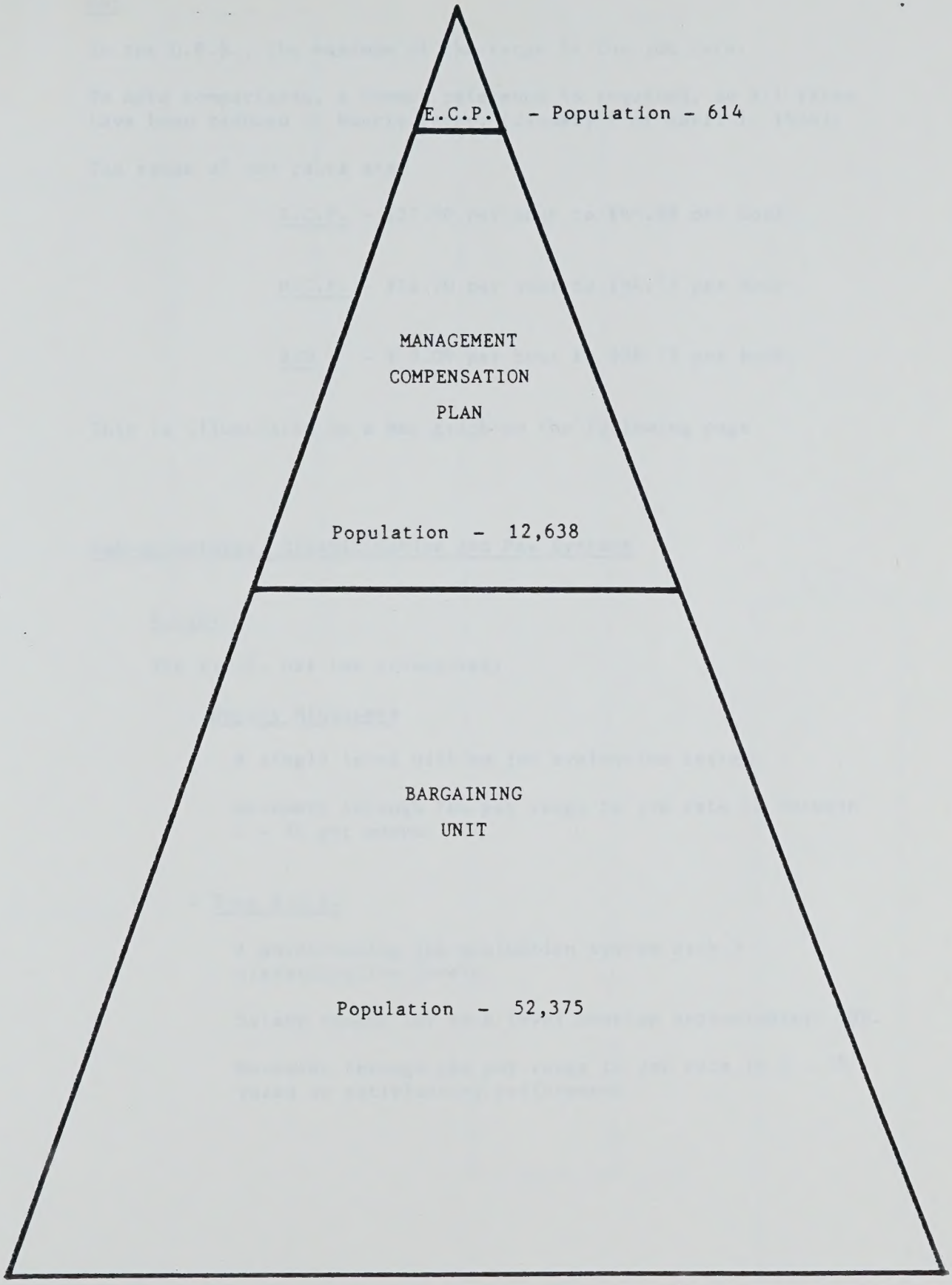
52,375

This is illustrated on the following page.

Digitized by the Internet Archive
in 2025 with funding from
Ontario Council of University Libraries

https://archive.org/details/tribunalpamphlet30onta

COMPENSATION STRUCTURES O.P.S.



Pay

In the O.P.S., the maximum of the range is the job rate.

To make comparisons, a common reference is required, so all rates have been reduced to hourly rates. (January 1 or April 1, 1984).

The range of job rates are:

E.C.P. - $27.90 per hour to $44.68 per hour.

M.C.P. - $12.70 per hour to $44.55 per hour.

B/U - $ 7.09 per hour to $28.75 per hour.

This is illustrated by a bar graph on the following page.

Sub-structures, Classification and Pay Systems

E.C.P.

The E.C.P. has two structures:

- Deputy Ministers

  A single level with no job evaluation system.

  Movement through the pay range to job rate is between 0 - 5% per annum.

- True E.C.P.

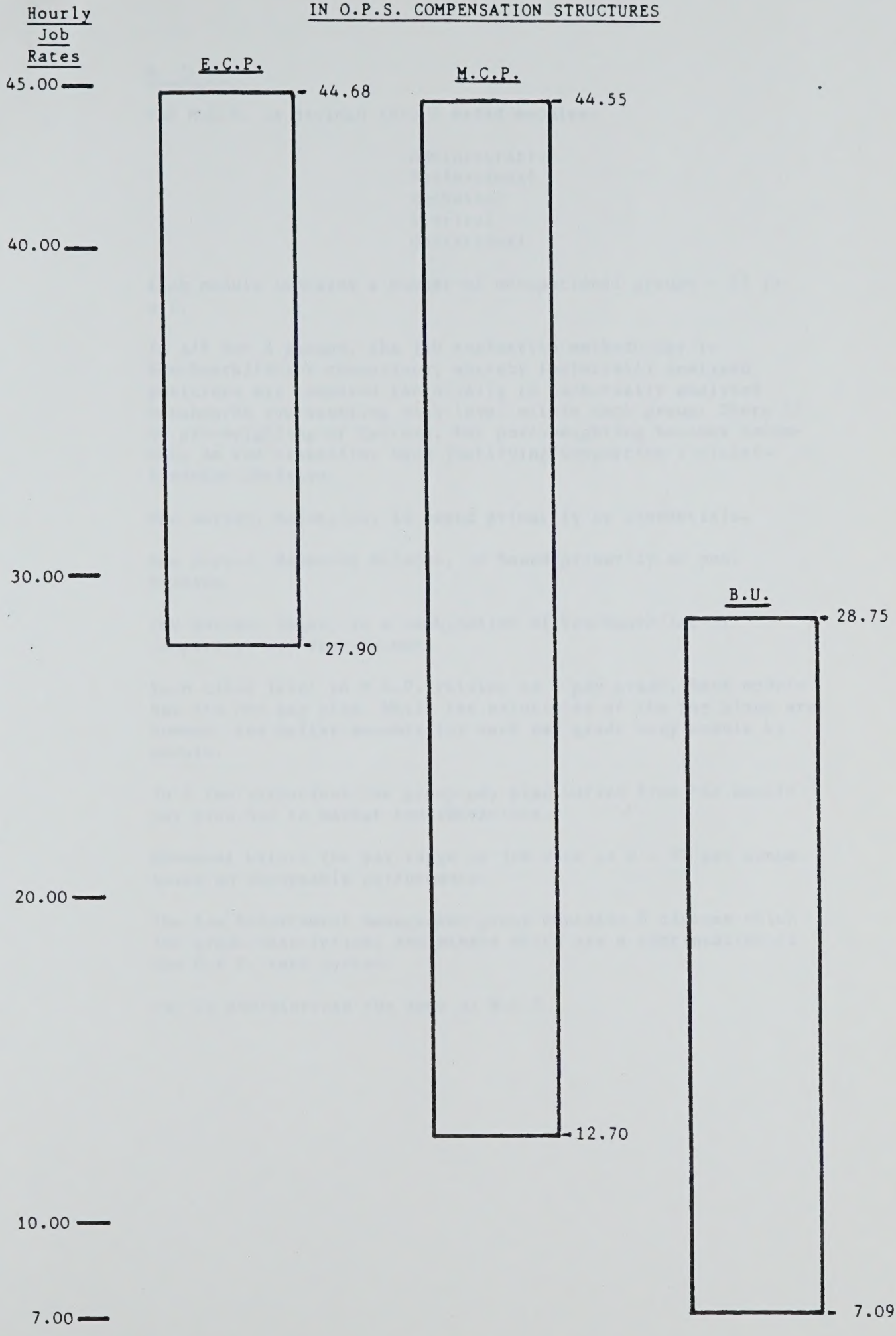
  A point-rating job evaluation system with 5 classification levels.

  Salary ranges for each level overlap approximately 50%.

  Movement through the pay range to job rate is 2 - 5% based on satisfactory performance.

RANGE OF JOB RATES

IN O.P.S. COMPENSATION STRUCTURES



M. C. P.

The M.C.P. is divided into 5 broad modules:

Administrative
Professional
Technical
Clerical
Operational

Each module contains a number of occupational groups - 52 in all.

In all but 3 groups, the job evaluation methodology is benchmark/factor comparison, whereby factorially analysed positions are compared factorially to factorially analysed benchmarks representing each level within each group. There is no pre-weighting of factors, but post-weighting becomes incumbent on the classifier when justifying/supporting a classification decision.

One series, Actuaries, is based primarily on credentials.

One series, Research Science, is based primarily on peer ranking.

One series, Legal, is a combination of benchmark/factor comparison and rank-in-man.

Each class level in M.C.P. relates to a pay grade. Each module has its own pay plan. While the principles of the pay plans are common, the dollar amounts for each pay grade vary module by module.

In a few situations the group pay plan varies from the module pay plan due to market considerations.

Movement within the pay range to job rate is 2 - 5% per annum based on acceptable performance.

The Law Enforcement management group contains 5 classes which are grade description, and others which are a continuation of the O.P.P. rank system.

Pay is administered the same as M.C.P.

Bargaining Unit

The Bargaining Unit is divided into 10 categories, one being Law Enforcement covering the O.P.P. bargaining unit.

Categories

Administrative Services
Clerical Services
Correctional Services
General Operational Services
Institutional Care
Maintenance Services
Office Services
Scientific & Professional Services
Technical Services

Law Enforcement

Law Enforcement is a rank system covering the various ranks in the O.P.P. Bargaining Unit. Rank-in-man is used rather than job evaluation.

Also included in the group are classes covering instructors at the Ontario Police College.

Each class has a range, with steps to the job rate. Increments are granted on an annual (or where prescribed semi-annual) basis to job rate based upon acceptable performance.

Main Bargaining Unit

Within the 9 Categories are 51 occupational groups containing some 350 class series covering about 750 classes. The job evaluation system used is primarily grade description.

There is no formal pay structure within a group although consideration was/is given to other series in a group when establishing salary ranges.

Each class has a range with steps to job rate. Increments are granted on an annual (or where prescribed semi-annual) basis to job rate based upon acceptable performance.

Salary revisions are negotiated separately for each Category.